

~~ADMINISTRATIVE INTERNAL USE ONLY~~

Assuming that no major issues need be addressed during this initial monitoring period, the SIS Plan should be permitted to operate for an extended period before a thorough program review is made. In fairness to the new SIS Plan itself a period of at least two years should be set aside for its operation before seriously submitting the Plan to critical examination. There are two basic reasons for this: first the SIS performance appraisal and compensation systems are new and a period of adjustment is required since they represent rather significant departures from past management practices relative to executive level employees. Secondly, because these systems are new, SIS members will necessarily experience some anxiety which could impede their ability to accept and adjust to Plan requirements. In addition, a substantially revised Senior Officer Development Program will be introduced as part of the SIS Plan and this also warrants a testing period prior to its evaluation. This new executive development program expands the currently used Personnel Development Program (PDP).

4. Recommendations: It is recommended that:

a. The Office of Personnel monitor the SIS Plan's implementation, examine how well the Plan operates during its first year, and report its findings to the DDCI. Should matters of significant concern be identified during this period, the Office of Personnel will recommend immediate action, as appropriate.

b. Following this implementation period; i.e., during the Fall of 1981, the Office of Personnel undertake a comprehensive evaluation of the effectiveness of the SIS Plan. This evaluation will include an assessment of:

- (1) the management of the SIS Plan;
- (2) the Senior Officer Development Program;
- (3) the SIS performance appraisal system;
- (4) the SIS competitive promotion process; and
- (5) the SIS compensation and award system.

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In accomplishing this assessment, the Office will use accepted personnel management evaluation methodology including the use of surveys to analyze employee perceptions; the statistical analysis of personnel data; interviews with responsible program officers; and the review of information and reports provided by SIS Plan managers.

Harry E. Fitzwater

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Recommendation a is:      ( ☒ ) Approved      (   ) Disapproved

Recommendation b is:      ( ☒ ) Approved      (   ) Disapproved

/s/ Frank C. Carlucci

14 DEC 1979

Deputy Director of Central Intelligence

Date

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